

## **WTVJ and WSCV 2015 Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WTVJ and WSCV.

The information contained in this Report covers the time period beginning October 1, 2014 to and including September 30, 2015 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

## 2015 Annual EEO Public File Report

### I. Vacancy Recruitment

Covering the Period from October 1, 2014 to September 30, 2015

Stations Comprising Station Employment Unit: WTVJ and WSCV

WTVJ Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	MMJ Sports Weekend	10/22/2014	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5
1	MMJ	12/01/2014	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Reporter Training Associate Program	1	1
1	APC Operator	12/01/2014	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	5
1	Photojournalist	12/01/2014	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Arts Institute of Ft. Lauderdale	1	1
1	Photojournalist	12/08/2014	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Digital Deputy Editor	01/05/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Associate Producer	01/05/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	News Associate Program	1	3
1	Traffic Reporter	01/12/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Freelancer Conversion	1	1
1	Morning EP	01/12/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	6
1	Reporter	03/09/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	University of Miami	1	3
1	Client Operations Representative	03/09/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Florida Agricultural and Mechanical University	1	6

1	APC Associate	03/09/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	4
1	APC Associate	03/09/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	4
1	Studio Field Operator	03/23/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Art Institute of Ft. Lauderdale	1	1
1	Morning Anchor	04/06/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent Agency Napoli Management Group	1	3
1	Account Manager	04/27/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Spots and Dots	1	24
1	Weekend Producer	05/11/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	University of Florida	1	4
1	MMJ Weekends	06/08/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	MMJ	07/20/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	3
1	Social Media Editor	06/29/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing Agency	1	8
1	Technician	06/29/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	2
1	Deputy Editor	07/06/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	6
1	Executive Producer Investigative Unit	08/14/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	3
<b>Total Number of Persons Interviewed</b>						<b>99</b>

### WSCV Hires

Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate Hired	Number Hired	Number Interviewed
3	Writer	10/06/2014 10/20/2014 10/20/2014	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Connecticut School of Broadcasting Employee Transfer Freelancer Employee Transfer Freelancer	3	4
1	Producer	10/20/2014	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Former Employee	1	1
1	Producer	12/15/2014	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing Agency	1	2
1	Assignment Editor	01/15/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	1
1	MMJ- West Palm Beach	01/12/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing Agency	1	8
1	Writer	02/09/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	5
1	Reporter	04/20/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	8
1	Anchor Reporter	07/01/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	8
1	Studio Field Operator	03/23/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Art Institute of Ft. Lauderdale	1	1
1	Associate Producer	03/23/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Broward Community College	1	6
1	Producer	04/06/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	6

1	Associate Producer	05/11/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	www.nbcunicareers.com	1	5
1	Reporter	06/01/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing Agency	1	1
1	Associate Producer	06/29/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing Agency	1	5
1	Anchor	07/27/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Transfer	1	1
<b>Total Number of Persons Interviewed</b>						<b>62</b>

**Total Number of Persons Interviewed During Applicable Period for WTVJ and WSCV: 161**

**II. Recruitment Source Information for Vacancies**

Covering the Period from October 1, 2014 to September 30, 2015  
Stations Comprising Station Employment Unit: WTVJ and WSCV

<b>Recruitment Source</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if Any)</b>
University of Miami	1
Florida Agricultural and Mechanical University	1
Art Institute of Ft. Lauderdale	3
Broward Community College	1
University of Florida	1
Connecticut School of Broadcasting	1
Spots and Dots	1
Employee Referral	3

YOH Staffing Agency	5
www.nbcunicareers.com	10

### III. Non-Vacancy Specific Recruitment Activities

Covering the Period from October 1, 2014 to September 30, 2015  
Stations Comprising Station Employment Unit: WTVJ and WSCV

JOB FAIR PARTICIPATION			
Organization	Date	Event	Participant(s)
National Association of Hispanic Journalists San Antonio	August 6 <sup>th</sup> to August 9 <sup>th</sup> , 2014	Career Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter Helga Silva, WSCV VP of News
Veterans Network	November 11 <sup>th</sup> 2014	Veterans Day ~ Virtual Career Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter
Recruit Military	March 12 <sup>th</sup> , 2015	Career Expo	James Arroyave TLMD Station Group- Talent Acquisition recruiter
Miami Media School in Miami	March 20 <sup>th</sup> , 2015	NAHJ Career Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter, Jessica Pacheco WSCV Executive Producer
South Florida chapter of the National Association of Hispanic Journalists	March 21 <sup>st</sup> , 2015	Career Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter
eMerge Hiring Fair	May 4 <sup>th</sup> & May 5 <sup>th</sup> 2015	Technology Career Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter
Veterans Network	July 15 <sup>th</sup> , 2015	VR Virtual Career Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter
National Association of Black Journalists Minneapolis Convention	August 5 <sup>th</sup> , 2015 to August 9 <sup>th</sup> 2015	Career Fair	Jawan Strader, WTVJ Anchor
South Florida chapter of the National Association of Hispanic Journalists and the Society for Professional Journalists of Florida	August 15 <sup>th</sup> , 2015	Media workshops & career fair in Miami: Forging the Future	James Arroyave TLMD Station Group- Talent Acquisition recruiter
Veterans Network	September 10 <sup>th</sup> , 2015	Virtual career fair for military spouses	James Arroyave TLMD Station Group- Talent Acquisition recruiter
National Association of Hispanic Journalists Orlando Convention	September 16 <sup>th</sup> to September 20 <sup>th</sup> , 2015	Career Fair	Larry Olevitch, WTVJ President & GM, Helga Silva, WSCV VP, News, Migdalia Figueroa, WTVJ VP, News Jose Suarez, WTVJ Creative Svs Director

EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION			
Organization	Date	Event	Participant(s)
Lorah Park Elementary	October 30 <sup>th</sup> , 2014	Career Day	Pam Giganti, WTVJ Anchor
Nova Southeastern University	November 1 <sup>st</sup> , 2014	<i>How Social Media is Being Used in Television and News Environment</i> at the Multimedia Conference	Barbara Besteni, WTVJ Director of Integrated Media; Brandon Launerts, Social Media Producer
Miami Country Day School	November 7 <sup>th</sup> , 2014	School Presentation	Denise Isaac, WSCV Meteorologist
Lorna B. Smith Elementary	January 12 <sup>th</sup> , 2015	"Embrace Girl Power"	Pam Giganti, WTVJ Anchor
ACES Cultivating Community	January 15 <sup>th</sup> , 2014	Career Day	Levon Kezirian, WSCV Account Manager
Miami Lakes Educational Center	February 2 <sup>nd</sup> , 2015	Career Day	Pam Giganti, WTVJ Anchor
University of Miami	February 3 <sup>rd</sup> , 2015	Career presentation	Julia Bagg, WTVJ Multimedia Journalist
Stranahan High School	February 9 <sup>th</sup> , 2015	Career Day	Frank Adelson, WTVJ Editor
Driftwood Middle School	March 17 <sup>th</sup> , 2015	Career Day	Steve Paine, WTVJ photojournalist
University of Miami	April 8 <sup>th</sup> , 2015	Broadcast Station Operations Workshop & Station Tour	Ramon Brayan, WTVJ Account Manager, Larry Olevitch WTVJ GM & President
Miami Dade College	April 16 <sup>th</sup> , 2015	Digital Media Job, Internship & College Fair	Jose Suarez, WTVJ
University of Miami	April 20 <sup>th</sup> , 2015	Guest Lecture Communication Class	Jorge Carballo, WSCV GM & President
Coconut Palm Elementary	May 21 <sup>st</sup> , 2015	Career Day	Mark Thompson, WTVJ Photojournalist, Marissa Bagg WTVJ Multimedia Journalist, & Armando Gonzalez WSCV ENG Technitian.
Florida International University	September 18 <sup>th</sup> , 2015	The Leadership Mentors Program of the Lillian Lodge Kopenhaver Center for the Advancement of Women in Communication at the School of Journalism and Mass Communication	Larry Olevitch, WTVJ President & GM

**EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA:** WTVJ celebrates over 25 years as a partner with the Foundation in growing minority youth for opportunities in the media. During a unique four year work-study and scholarship program, the goal is to expose minority teenagers to work experience during high school and college years. In 2005, WSCV joined the program to build a diverse pipeline within both stations. Our current program participation includes 3 students working in news editing, news producing and digital/web during their summer semester. This also gives our full-time staff the opportunity to mentor and coach the students, to develop station specific skills for future careers in the media. During the plan year, mentors included: Frank Adelson, WTVJ Editor, Barbara Besteni, WTVJ Digital Director and Teresa Joseph, WTVJ Producer. Both WSCV and WTVJ have hired a combined total of seven full time employees and also provided temporary assignments to graduating students.

**HISPANIC MEDIA FUTURES PROGRAM:** The Hispanic Media Futures Program was developed at the Telemundo Network as an educational and journalist partnership. The intent is to pair Telemundo executives with the School of Journalism and Mass Communication students at Florida International University. This on-the-job training and mentoring environment has resulted in fostering growth and development of future broadcast leaders. During the report year, both WSCV and WTVJ executives, Jorge Carballo, WSCV GM and General Manager, and Helga Silva, WSCV VP News, continue to meet the students to offer them the perspective of career opportunities within the broadcasting industry. One student was hired during the plan year, as a full time Telemundo Stations employee, within the Reporter in Training program.

**INTERNAL SKILLS ENHANCEMENT PROGRAM:** All employees are encouraged to build and enhance their skills to expand their current roles or to enhance their abilities to aspire to positions of greater responsibilities. Training vehicles range from e-learning and onsite courses, to Career Fairs. Most recently, all employees were invited to “engage, grow and develop” their careers during “Connect”, a 2015 career week conducted at the Telemundo network.

Nine WSCV/WTVJ managers and leaders attended leadership training conducted by our NBCU Talent Lab. The courses ranged from new management training to leadership training. Also during the plan year, 15 WTVJ news managers and team leaders attended a station sponsored Team building workshop, to foster a team building environment within the entire news department. The goal was to increase inclusiveness and appreciation of all leadership styles.

**INTERNSHIP PROGRAM:** The WSCV/WTVJ Internship program continues to recruit a diverse and highly engaged group of high potential students interested in future careers in the media industry. During the current Public File Annual Report year, 27 interns have participated in the internship program for summer semester. The stations continue to partner with Florida Atlantic University, Fort Lauderdale Art Institute, University of Miami, University of Florida and Florida International University to attract large diverse populations. During the reporting year, a total of 5 former interns were hired as full time employees from previous internship semesters. This included 60% female and 60% minority. Another intern was hired as a producer/reporter within the Telemundo Stations Division.

**SALES ASSOCIATE PROGRAM:** WTVJ is an active participant in the NBC Owned and Operated Television Stations (NBCOTS) Sales Associate program. The program is structured to give opportunities to early career sales professionals with the goal to advance in a sales position in broadcasting. During our plan year, WTVJ mentored and coach a sales associate with the intent to strengthen the organization’s continued commitment towards developing a pipeline of diverse account managers who will represent the community they serve. Mentors included, Elyse Massa, WTVJ VP Sales, Heather Aucoin, WTVJ Local Sales Manager and Diana Cipriani, WTVJ Local Sales Manager. The current sales associate has been hired as an Ad Sales Planner within the NBCOTS Ad Sales group.



**REPORTER IN DEVELOPMENT PROGRAM:** WTVJ has entered into a second year as a participant in the NBCOTS Reporter in Training Program. The intent is to expose reporters, with just a few years experience in a small market, the opportunity to participate in an on the job training experience working at an NBCOTS station. WTVJ hired the first year reporter in training as a full time employee and has selected another diverse reporter, who is currently working on honing her reporting skills and will be ready to fill a full time reporting position at WTVJ or any of the owned and operated stations.

**WOMEN OF TOMORROW:** WTVJ is committed to supporting Women of Tomorrow through tours and scheduling meetings with leaders and the teenagers to discuss career opportunities within the plan year. Women of Tomorrow (WOT), a mentoring organization, established by a former station President and GM and former WTVJ anchor/reporter in 1997, enables female community and business leaders to mentor at-risk teenagers at local area schools. During the plan year, WTVJ sponsored a WOT gala. One of the news anchors, Trina Robinson, WTVJ News Anchor, was recognized as Mentor of the Year.

**YOUNG WOMEN WITH A PURPOSE:** Young Women With a Purpose - is a nonprofit 501 (c) (3) resource dedicated to helping disadvantaged young women to attend college. Primary focus is financial aid through fundraising, educational workshops and advisement, as well as volunteering initiatives. It was established in 2014 by Iliana Jauregui WTVJ Traffic Manager who has reached out to WTVJ for sponsorship by producing Public Service Announcements (PSAs) and conducting career workshops.

## Appendix A: Recruiting Sources 2014 - 2015

Mr. Willy Williams <b>American Adult Education Center</b> 18350 NW 67 Avenue Hialeah, FL 33015 (305) 557-3770 <a href="mailto:wpwilliams@yahoo.com">wpwilliams@yahoo.com</a>		Ms. Deborah Powell <b>American Women in Radio &amp; TV</b> c/o WPLG 3900 Bisc. Blvd. Miami, FL 33137 305-576-1010 <a href="mailto:dpowell@wplg.com">dpowell@wplg.com</a>
Ms. Luwin Sanchez Employment Advisor <b>Art Institute of Ft. Lauderdale</b> 1799 SE 17 Street Ft. Lauderdale, FL 33316-3000 954-463-9293 / 800-275-7603 <a href="mailto:lsanchez@aii.edu">lsanchez@aii.edu</a>		Ms. Lashan Mallory Career Planning Office <b>Bethune-Cookman College</b> 640 Mary McLeod Bethune Blvd. Daytona Bch., FL 32114 386-481-2141 / 386-481-2139 Fax <a href="mailto:malloryl@cookman.edu">malloryl@cookman.edu</a>
Mark C. Holloway <b>Broadcast Employment Services</b> P.O. Box 4116 Oceanside, Ca. 92052 760-754-8177 <a href="mailto:admin@tvcjobs.com">admin@tvcjobs.com</a>		Mrs. Olivia Sarson <b>Broward Community College</b> 3501 SW Davie Rd. Ft. Laud., FL 33314 954-201-6612 954-201-6413 Fax <a href="mailto:osarson@broward.edu">osarson@broward.edu</a>
Ms. Agenis Gonzalez <b>Centro Campesino</b> Career Planning Office PO Box 343449 Florida City, FL 33034 305-245-7738		Ms. Claire L. Persichilli Placement Dir. <b>City College</b> 2000 West Commercial Blvd, Ft. Lauderdale, FL 33309 954-492-5353 <a href="mailto:cpersichilli@citycollege.edu">cpersichilli@citycollege.edu</a>

<p>Ms. Aurora Thomen  <b>Coalition of Hispanic American Women</b>  5659 W. Flagler St.  Miami, FL 33134  (305) 262-0060  <a href="mailto:hispacol2@aol.com">hispacol2@aol.com</a></p>		<p>Ms. Ana Gonzalez  <b>Cuban American National Planning Council, Inc.</b>  300 SW 12 Ave., 3rd Flr.  Miami, FL 33130  (305) 642-3484  <a href="mailto:ana@cnc.org">ana@cnc.org</a></p>
<p>Ms. Kyla Bailey  <b>Eastern New Mexico University</b>  Counseling and Career Services  SAS 214, ENMU Station #34  Portales, NM 88130  (505) 562-2211  (505) 562-2215  <a href="mailto:Kyla.Bailey@enmu.edu">Kyla.Bailey@enmu.edu</a></p>		<p>Mary Gomez  Office Manager  <b>Epilepsy Assoc. of Broward County</b>  512 NE 3 Ave.  Ft. Laud., FL 33301-3236  (954) 779-1509  <a href="mailto:mgomez@epilepsysofla.org">mgomez@epilepsysofla.org</a></p>
<p>Ms. Janelle Dougery  <b>Fellowship House</b>  5711 So. Dixie Hwy.  So. Miami, FL 33143  305-667-1036  <a href="mailto:jdougery@fellowshiphouse.org">jdougery@fellowshiphouse.org</a></p>		<p>Mr. James Watson  <b>Florida Atlantic University</b>  Career Development Ctr.  P.O. Box 3091  Boca Raton, FL 33431-0991  561-297-3533  <a href="mailto:jwatson@fau.edu">jwatson@fau.edu</a>  <a href="mailto:career@fau.edu">career@fau.edu</a></p>
<p>Ms. Susan Hill  Job Placement Coordinator  <b>Florida Computer &amp; Business School</b>  1321 Sw107th Ave #201B  Miami, FL 33174  (305) 553-6065/Fx (305) 225-0128  <a href="mailto:shill@careercollege.edu">shill@careercollege.edu</a></p>		<p>Ms. Betty Clark  Student Employment  <b>Florida Community College</b>  11901 Bch. Blvd., U-110  Jacksonville, FL 32246  904-633-8492  <a href="mailto:bgclark@fccj.edu">bgclark@fccj.edu</a></p>

<p>Ms. Kathy Payne Foreman  Director of Career Services  <b>Edward Waters College</b>  1658 Kings Road  Jacksonville, Florida 32209  904-470-8007  <a href="mailto:careerservices@ewc.edu">careerservices@ewc.edu</a></p>		<p>School of Journ. &amp; Mass Commun.  <b>Florida Intl. University/N. Campus</b>  3000 NE 145 St.  No. Miami, FL 33181  Advertising: Kate Kahler  305-919-4578  <a href="mailto:heclayto@fiu.edu">heclayto@fiu.edu</a>  Journalism: Harold Clayton  305-919-5634</p>
<p>Steven Davis, Assistant Director  <b>Florida Memorial College</b>  15800 NW 42 Ave.  Miami Gardens, FL 33054  (305) 626-3782  <a href="mailto:cdcenter@fmuniv.edu">cdcenter@fmuniv.edu</a></p>		<p>Ms. Karen Trudeau  Film Employer Liaison  <b>Full Sail Real World Education</b>  3300 University Boulevard  Winter Park, FL. 32792  407-551-2023 ext. 5615  <a href="mailto:ktrudeau@fullsail.com">ktrudeau@fullsail.com</a></p>
<p>Mr. Carlos Ericksen  <b>Hispanic Link News Svcs., Inc.</b>  1420 N. St., NW  Washington, DC 20005  (202) 234-0280  <a href="mailto:editor@hispaniclink.org">editor@hispaniclink.org</a></p>		<p>Ms. Linda Collins  Career Services  <b>J. Edwards Waters College</b>  1658 Kings Rd.  Jacksonville, FL 32205  (904) 355-3030 Ext</p>
<p>Nat'l Headquarters  <b>Japanese American Citizens League</b>  1765 Sutter St.  San Francisco, CA 94115  (415) 921-5225  <a href="mailto:jacl@jacl.org">jacl@jacl.org</a></p>		<p>Ms. Sofia Suarez  <b>Job Service of Florida</b>  633 NE 167 St., #200  No. Miami Bch., FL 33162-3497  (305) 654-7175 X 223  Fax (305) 654-7188  <a href="mailto:ssuarez@southfloridaworkforce.com">ssuarez@southfloridaworkforce.com</a></p>

<p>Mr. Jeffrey Johnson  <b>JVS/Jewish Vocational Svc., Inc.</b>  735 NE 125 St.  Miami, FL 33161-5645  (305) 899-1587  <a href="mailto:jjohnson@jcsfl.org">jjohnson@jcsfl.org</a></p>		<p>Lori Alonso  Director of Student Services  <b>Keiser University - Pembroke Pines</b>  12520 Pines Blvd.  Pembroke Pines, FL 33027  954.431.4300 (Phone)  954.431.2929 (Fax)</p>
<p>Mr. Hector Gasca  <b>Latin Chamber of Commerce</b>  PO Box 350824/1417 W. Flagler St.  Miami, FL 33135  305-642-3870  <a href="mailto:romy@camacol.org">romy@camacol.org</a></p>		<p>Mr. Chris Brownlow  Occupational Placement Spec.  <b>Lindsey Hopkins Tech. Educ. Ctr.</b>  750 NW 20 St.. Rm. D-232  Miami, FL 33127  (305) 324-6070/Fax:(305) 545-6397 Cell:305-302-7047  <a href="mailto:rpdwyer@msn.com">rpdwyer@msn.com</a></p>
<p>Mrs. Connie Rodriguez  <b>Little Havana Activities Ctr.</b>  700 SW 8 St., #210  Miami, FL 33130  305-858-7783</p>		<p>Mark Shinstone  Owner/Manager  <b>Media Line</b>  PO Box 51909  Pacific Grove, CA 93950  800-237-8073  <a href="mailto:medialine@medialine.com">medialine@medialine.com</a></p>
<p>Mr. Frank J. Boulton  <b>McFatter Technical Ctr.</b>  6500 Nova Dr.  Davie, FL 33317  954-370-8324  <a href="mailto:fboulton@bellsouth.net">fboulton@bellsouth.net</a></p>		<p>Debra Pierce  Director of Career Services  <b>Miami Intl University of Art &amp; Design</b>  1501 Biscayne Blvd., Suite #100  Miami, FL 33132-1418  1800-225-9023  <a href="mailto:pierced@aii.edu">pierced@aii.edu</a></p>

<p>Holly Prociv Career Services Advisor <b>Miami Intl University of Art &amp; Design</b> 1501 Biscayne Blvd., Suite #100 Miami, FL 33132-1418 (305) 428-5973 <a href="mailto:hprociv@aii.edu">hprociv@aii.edu</a></p>		<p>Ashley Serrate Career Services Director <b>Miami Media School</b> 901 South Miami Ave, STE 303 Miami, FL 33130 305) 728-1120 <a href="mailto:aserrate@beonair.com">aserrate@beonair.com</a></p>
<p>Ethel Duncan <b>NAACP Miami-Dade</b> P.O. Box 315 Opa Locka, FL 33054 305-685-8694 <a href="mailto:Ethel.duncan@naacpmiamidade.org">Ethel.duncan@naacpmiamidade.org</a></p>		<p>Mr. Steve McDowell College of Commun./R-42 <b>Motion Picture &amp; TV Advisory Council</b> Florida State University Tallahassee, FL 32306 850-644-2276/Fax:850-644-8642 <a href="mailto:karen.ball@comm.fsu.edu">karen.ball@comm.fsu.edu</a></p>
<p>Adela Green Mgr. Of Partner Services &amp; Career Services <b>National Black MBA Assoc.</b> 180 N. Michigan Ave., #1400 Chicago, IL 60601 (312) 580-8070/Fax: (312) 236-4131</p>		<p>Ms. Juliet Reid Job Bank Coord./So. FL Chptr. <b>Natl. Assoc. of Black Journalists</b> c/o WPBT; 14901 NE 20 Ave. Miami, FL 33181 305-949-8321 <a href="mailto:juliet_reid@wpbt.org">juliet_reid@wpbt.org</a></p>
<p>Mr. Willy Sims <b>Office of Black Affairs</b> 111 NW 1 St., #615 Miami, FL 33128-1967 (305) 375-4606 <a href="mailto:wsims@miamidade.gov">wsims@miamidade.gov</a></p>		<p>Mr. Willy Sims <b>Office of ADA Coordination</b> 111 NW 1 St., 12<sup>th</sup> Floor #348 Miami, FL 33128-1967 (305) 375-3566 <a href="mailto:wsims@miamidade.gov">wsims@miamidade.gov</a></p>

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